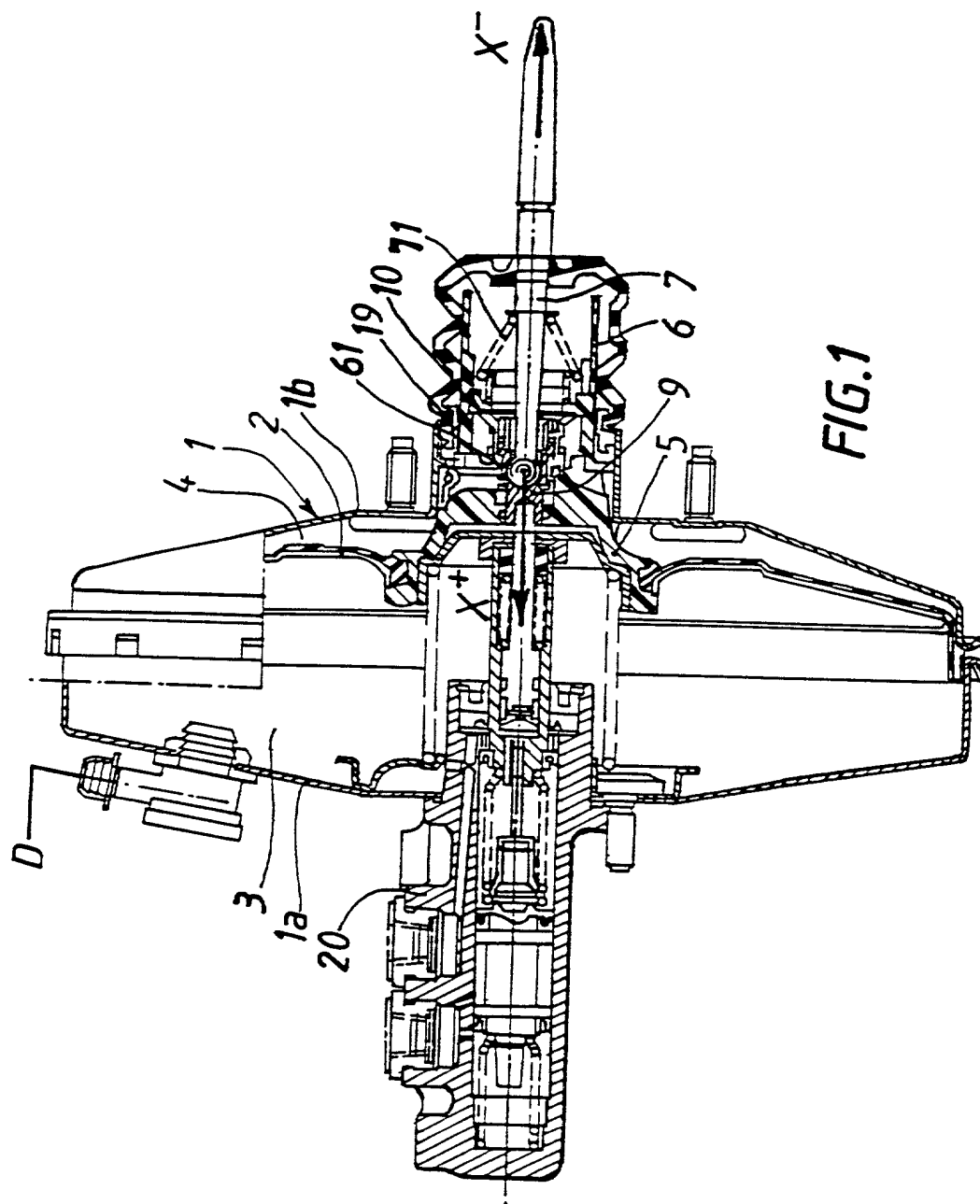
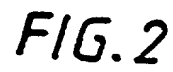


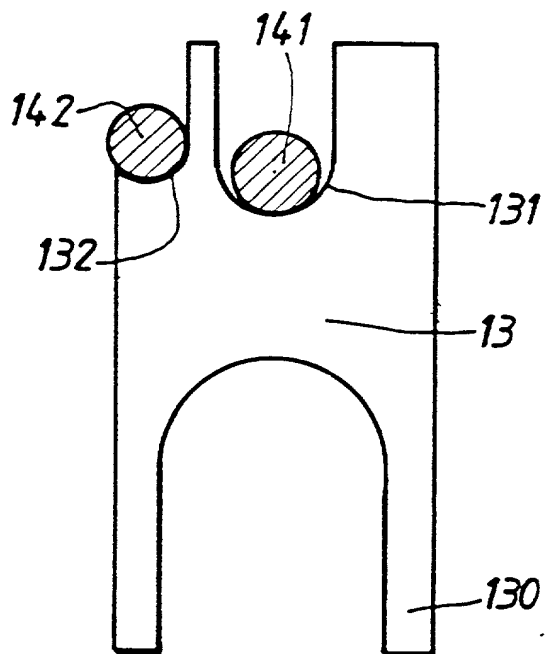
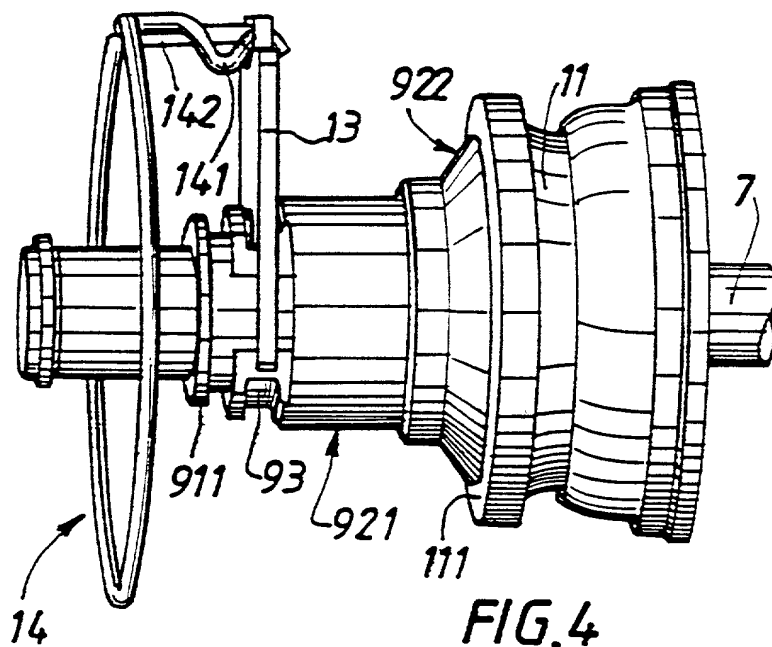
1/6



Variable	Mean	SD	Min	Max	Skewness	Kurtosis	Normality
Age	35.2	12.5	18	65	0.15	3.2	0.98
Gender	0.5	0.5	0	1	0.0	3.0	0.99
Marital Status	0.7	0.45	0	1	0.2	3.5	0.97
Education	12.5	2.5	9	16	0.1	3.1	0.99
Income	1500	800	500	3000	0.3	3.3	0.96
Health	0.8	0.4	0	1	0.1	3.2	0.98
Stress	0.6	0.5	0	1	0.2	3.4	0.97
Depression	0.4	0.5	0	1	0.1	3.1	0.99
Life Satisfaction	0.7	0.4	0	1	0.2	3.5	0.97
Resilience	0.6	0.5	0	1	0.1	3.2	0.98
Optimism	0.7	0.4	0	1	0.2	3.5	0.97
Self-Esteem	0.8	0.4	0	1	0.1	3.2	0.98
Loneliness	0.3	0.5	0	1	0.2	3.4	0.97
Social Support	0.6	0.5	0	1	0.1	3.2	0.98
Work-Life Balance	0.5	0.5	0	1	0.0	3.0	0.99
Job Satisfaction	0.6	0.5	0	1	0.1	3.2	0.98
Organizational Commitment	0.7	0.4	0	1	0.2	3.5	0.97
Turnover Intent	0.2	0.4	0	1	0.3	3.6	0.95
Engagement	0.6	0.5	0	1	0.1	3.2	0.98
Productivity	0.7	0.4	0	1	0.2	3.5	0.97
Quality of Work Life	0.6	0.5	0	1	0.1	3.2	0.98
Work-Life Balance	0.5	0.5	0	1	0.0	3.0	0.99
Job Satisfaction	0.6	0.5	0	1	0.1	3.2	0.98
Organizational Commitment	0.7	0.4	0	1	0.2	3.5	0.97
Turnover Intent	0.2	0.4	0	1	0.3	3.6	0.95
Engagement	0.6	0.5	0	1	0.1	3.2	0.98
Productivity	0.7	0.4	0	1	0.2	3.5	0.97
Quality of Work Life	0.6	0.5	0	1	0.1	3.2	0.98



3/6



4/6

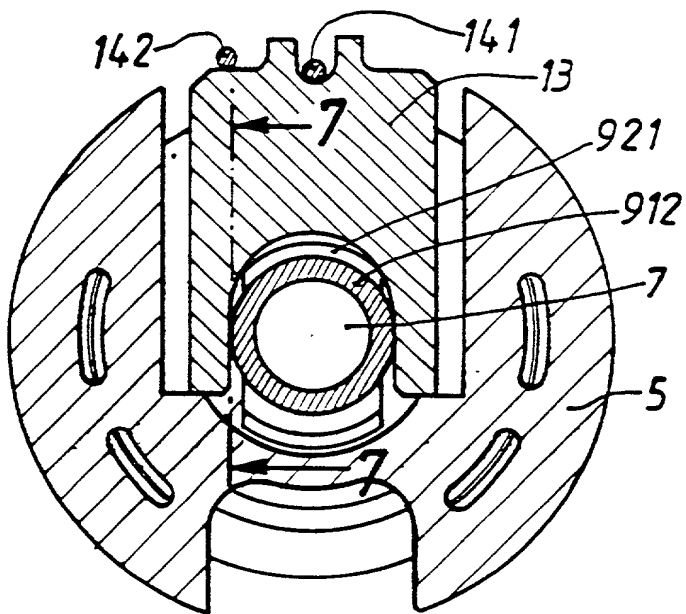


FIG. 6

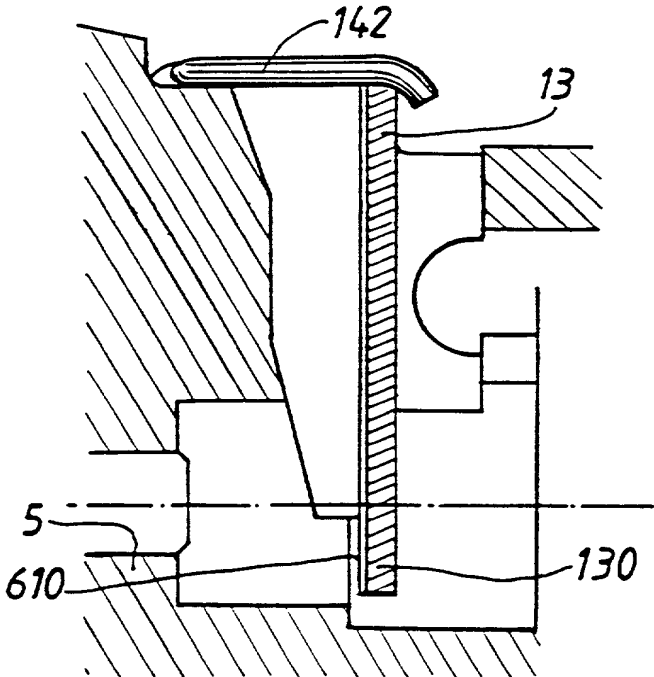


FIG. 7

5/6

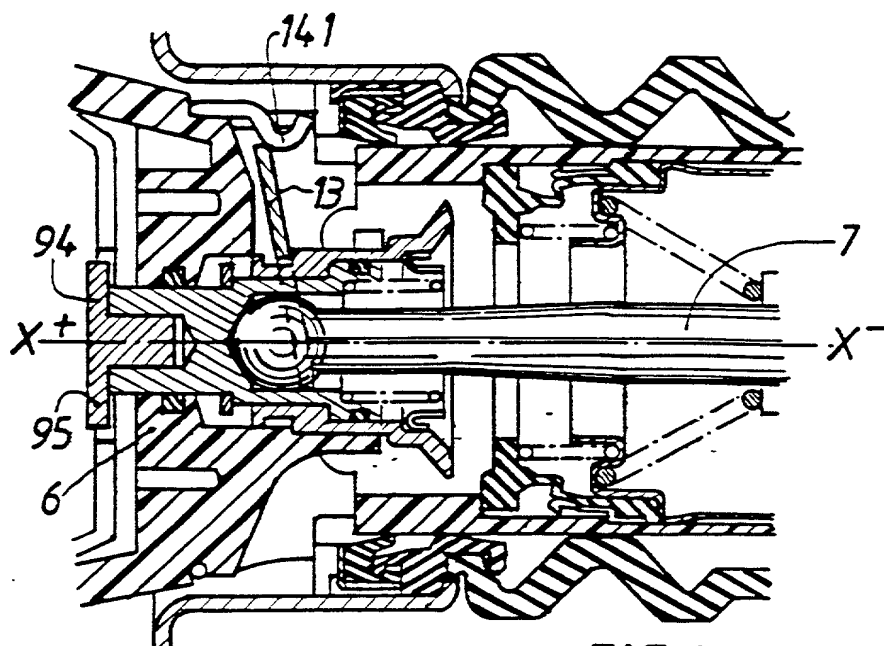


FIG. 8

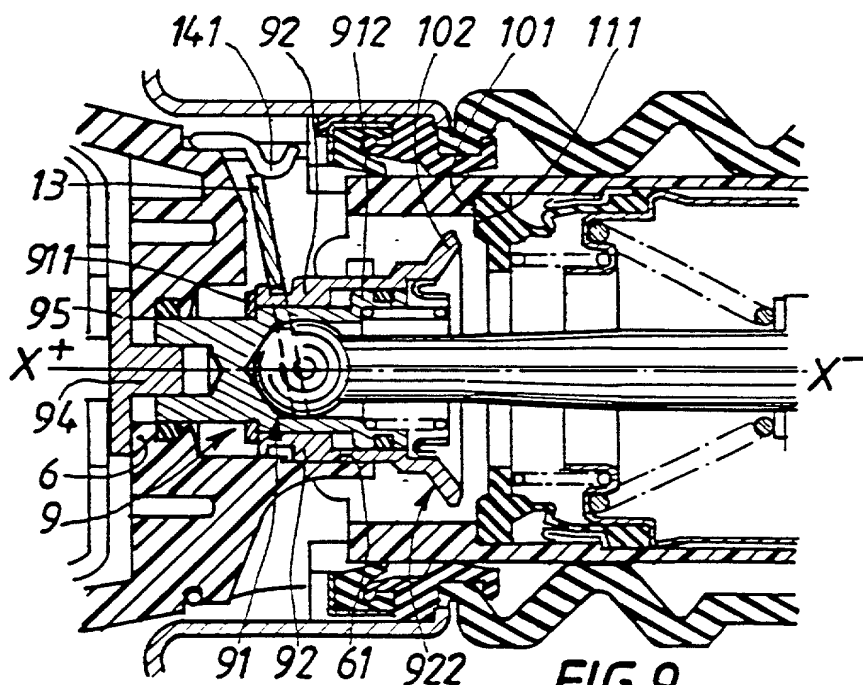


FIG. 9